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HUMAN RIGHTS IN INTERGROUP RELATIONS

- A COMMUNITY APPROACH

Number 6



Ontario

Ministry of
Labour

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Number 6

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for

The Ontario Human Rights Commission

with the assistance of

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Ontario Ministry of Labour

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HUMAN RIGHTS IN INTERGROUP RELATIONS - A COMMUNITY APPROACH

INTRODUCTION

This bibliography is selective, and represents material that is both thought-provoking, and positive and creative in a subject area that is frequently defeatist. We have chosen examples of people working successfully at the community level to bring about a climate of understanding and respect between people of many diverse backgrounds, with the hope that their experiences will inspire others to do likewise.

PHILOSOPHICAL BASE

Social Equality; the Challenge of Today, by Rudolf Dreikurs.

Henry Regnery Company, 1971.

Dr. Dreikurs, founder of the Adler Institute in Chicago and Tel Aviv, and renowned for his work in the field of social psychology, proposes in this book a practical approach to establishing the equality of the individual at all levels of society. (Available from the A.A.I.O., 4 Finch Ave. West, Suite 10, Willowdale, Ontario M2N 2G5).

FROM PHILOSOPHY TO THEORY, RESEARCH AND POLICY

"Center for interracial cooperation: a field experiment". IN Sociology of Education 49:47-58, January 1976.

"The purpose of the paper is to describe an experimental field study in which an integrated summer school was created for the express purpose of producing interracial status equality Application of the findings to school programs is discussed in the interpretation of the results".

Decade for Action to Combat Racism and Racial Discrimination.

Ottawa: Information Canada, 1975.

"Officially launching the Decade to Combat Racism and Racial Discrimination, the United Nations in New York convened a special General Assembly on December 10, 1973, on the occasion of the 25th anniversary of the adoption of the Universal Declaration of Human Rights. On the same day, in Canada, the Secretary of State announced Canada's participation in the "Decade". Canada supported the adoption of the program proposed at the United Nations and the Department of the Secretary of State is responsible for coordinating efforts within Canada to implement it ...". This booklet collects in one publication reprints of fundamental documents pertinent to the 'Decade'.

Human Relations: From Theory to Practice, edited by George Henderson.

Norman, Oklahoma: University of Oklahoma Press, 1974.

"This book is written for professionals and non-professionals actively involved in efforts aimed at improving human relationships. Specifically, this book is meant to supplement the many fine textbooks in education, sociology, psychology, social work, and social welfare which focus on strategies and programs for social change". The four sections - Foundations, Strategies for Change, Programs for Change, New Techniques - each contain several excellent articles on related topics, accompanied by a list of useful readings.

"Police and The Community". IN Report of the Task Force on Policing in Ontario. Toronto: Queen's Printer, 1974. pp. 24-32.

The Report of the Task Force provides an overview of police organization, problems and successes in the province of Ontario; the chapter on police-community relations verbalizes the difficulties in communication between police and people, especially in the larger urban centres. Recommendations to improve the channels of communication are given.

Race as News. Paris: UNESCO Press, 1974.

"This work ... is the first in a series of studies on newspapers in a multi-ethnic society". Two studies were commissioned to examine and evaluate current attitudes on the media in this area, and resulting proposals were tested in part two, subtitled "a study in the handling of race in the British national press from 1963 to 1970".

Interim Report, by John Kehoe. Ottawa: Canada Secretary of State, Human Rights Program, no date.

A series of interim papers reporting Dr. Kehoe's research program testing methods of changing the attitudes of school children in the Vancouver area. Some exercises, tests and questionnaires are included in this series of papers. Project is continuing but certain conclusions are presented.

Teaching Prejudice: a Content Analysis of Social Studies Textbooks Authorized for Use in Ontario, by Garnet McDiarmid and David Pratt. Toronto: Ontario Institute for Studies in Education, 1971. (Curriculum Series, No. 12).

A thorough examination of prejudicial statements and pictorial stereotyping in the books widely issued in Ontario classrooms.

Work Group on Multicultural Programs. Draft Report. Toronto: Board of Education for the City of Toronto, 1975.

"... The Board established a Work Group on Multicultural Programs to investigate and make recommendations for the implementation of policy and programs to realign the City of Toronto's school system to be responsive to its multi-cultural population". The Draft Report proposed numerous suggestions designed to stimulate community response and includes briefs from various groups that influenced the Final Report.

Work Group on Multicultural Programs. Final Report. Toronto:
Board of Education for the City of Toronto, 1976.

In the Final Report, the Toronto Board reaffirms its stance that multicultural education must be a basis of the school system and must be directed to all teachers and students. Recommendations are made for implementation of the report at various administrative levels of the Board.

FROM THEORY INTO PRACTICE

Community organizers and Social Planners; a Volume of Case and Illustrative Materials, by Joan Levin Ecklein and Armand Lauffer. New York: John Wiley and Sons, Inc., 1972.

"This book contains a number of case studies depicting problems and projects handled by professionals involved in community organization and social planning ... Case and illustrative materials in this volume show community organizers and social planners at work in various settings". Chapters such as "Community Development, Social Action and Social Movements", "Organizing at the Neighbourhood level", and "Community Workers in Direct-Service Agencies" are particularly useful.

Cross-Cultural Communication Centre, 1991 Dufferin Street, Toronto.

The C.C.C. has prepared a series of slide-tape presentations which focus on specific areas of the world, and also explore the problems of the immigrant in Canada today. Each of the slide-tape shows is available for rental and/or purchase. The Centre also publishes a monthly newsletter on activities in Toronto.

Dialogue on Race Relations in Canada, by the Ontario Human Rights Commission, no date.

A letter to a major newspaper on the subject of race relations in Canada by the then-Director of the OHRC sparked a number of responses, collected in this pamphlet. The dialogue provides a good springboard for discussion of a number of related issues.

" 'Hell hole of York' becomes happy school", by Bob Pennington. IN Toronto Star, September 6, 1975, page c1.

The introduction of Adlerian principles of democracy and encouragement into a school in conflict encouraged positive change in both teachers and students.

How to live French in Toronto, Ottawa and Windsor, by David Stansfield.

Toronto: Ontario Educational Communications Authority, 1976.

Designed originally as a reinforcement for students of a five-week French course launched by the OECA, this booklet serves a wider purpose and is a handy guide to French resources such as bookstores, theatre and restaurants in the cities of Toronto, Ottawa and Windsor. Could be the prototype of a series of "How to Live" booklets.

Human Factors in Supervising Minority Group Employees Conference

Leader's Guide, by James Morrison. Chicago: Public Personnel Association, 1970.

This Conference Leader's Guide presents an outline of a six-session, three-day training course for supervisors designed to equip them with the attitudes and human relations skills that will enable them to do an effective job of supervising minority group employees.

"The immigrant student in secondary school", edited by Rod McColl.

IN TESL Talk 7, no. 4, September 1976 (Published by Ontario Ministry of Culture and Recreation).

A special issue of T.E.S.L. Talk deals with the many problems young immigrant students face upon entering the Canadian school system. Several of the articles describe successful school programs dealing with multiculturalism already in existence.

Indians: an Introduction to Canada's Native People. Toronto:

Canadian Association in support of the Native Peoples, with the assistance of The Gladys and Merrill Muttart Foundation and Xerox of Canada Ltd., 1976.

This publication, designed to inform elementary students about Canada's native peoples, was researched by the Canadian Association in Support of Native Peoples and printed with funding from AIDE, the community involvement program of Xerox of Canada Limited (Set up in 1975, the program is devoted to providing financial assistance and support to community service projects in which Xerox employees or their families are involved).

Intergroup and Minority Relations: an Experiential Handbook, edited

by Howard Fromkin and John Sherwood. La Jolla, California: University Associates, 1976.

"The book is organized into four major sections: workshop design, structured experiences, instrumentation, and resources ... The specific experiments, experiences, and activities contained in this volume are designed to increase a person's understanding of some of the essential characteristics of persistent conflict between groups".

Intergroup Relations for the Classroom Teacher, by Charlotte Epstein.
Boston: Houghton, Mifflin Company, 1968.

"In order to help in the betterment of intercultural relations, Dr. Epstein provides a guide to teachers who must inevitably encounter problems of human relations in their classroom, whatever the social or racial or religious composition of the class members". Though out of print, the book is available at most libraries.

"The interviewer has a problem: how can he find out what he should know about this job candidate - without breaking the law?", by Richard Clague. IN The Financial Post 70:16-18, June 12, 1976.

This article describes the positive influence human rights legislation has had on the curtailment of obvious (and not so obvious) discriminatory practices in the recruitment of employees.

Labour Law in Action: Six Case Studies About Women. Toronto:
Ontario Ministry of Labour, Women's Bureau, no date.

In Ontario it is illegal to discriminate in the workplace based on marital status or sex. The six cases outlined in this pamphlet are only several examples of legislation protecting women from overt forms of discrimination.

"Limits of Confrontation; report on a classroom experiment in race relations", by Douglas McFerran. IN Commonweal 97:498-501, March 2, 1973.

A description of an experimental course in ethnic value systems conducted at Pierce College, a community college located in the white suburbs of Los Angeles, California.

A Manual of Intergroup Relations, by John Dean and Alex Rosen.
Chicago: University of Chicago Press, 1955.

Twenty-two years ago, this volume was prepared to "make available for intergroup practitioners some of the tested observations of social scientists in direct application to social situations". Today, its usefulness as a handbook to encourage behavioural change in people and groups is still well proven.

"A model for community involvement in curriculum implementation",
by D. Brown. IN Curriculum Connections, Autumn 1976, page 3.

The experience of Queenswood Public School (Carleton Board of Education) is offered as a model for those who desire to increase community involvement in specific areas of school activities or administration.

Moral Education in the Schools, by Clive Beck. Toronto: Ontario
Institute for Studies in Education, 1971. (Profiles in
Practical Education, No. 3)

Segments of the school program in a particular area should be set aside for thorough study of one or more value questions. A series of possible part-courses in values is given that could be inserted into the school curriculum.

Multiculturalism in Action: Some Practical Ideas for Teachers,
compiled by Arlene Breithaupt, Mavis Burke, Bernard Kane, and
Catherine Michalski. Toronto: Ontario Ministry of Education, 1977.

A useful compilation of practical ways and concrete suggestions to supplement established curriculum and help create a classroom environment conducive to the understanding of the concept of multiculturalism.

Of You and Me: a Contemporary View of Human Rights by Young Canadians.

Available from ALL ABOUT US, P.O. Box 1985, Ottawa, Ontario
K1P 5R5.

Seventeen high schools participated in a pilot project to interpret the meaning of the United Nation's Universal Declaration of Human Rights and the Canadian Bill of Rights. The students, through their artwork, give a contemporary perspective to the long struggle of all people to secure their dignity and preserve their humanity.

100 Ways to Enhance Self-Concept in the Classroom: a Handbook for Teachers and Parents, by Jack Canfield and Harold Wells.

Englewood Cliffs, New Jersey: Prentice-Hall, Inc., 1976.

A collection of exercises designed to develop and enhance the self-esteem of children. A short annotated bibliography lists materials dealing directly with the issue of student self-concept.

Outreach for Understanding, edited by George Bancroft. Toronto:

Ontario Ministry of Culture and Recreation, 1977 [?]

"A report of the series of intercultural workshops conducted by the Multicultural Development Branch over the past two and a half years. It is edited by Professor George Bancroft of the Faculty of Education, University of Toronto, and contains presentations and workshop summaries". Forthcoming.

"Parents work to erase prejudice", by Bob Pennington. IN Toronto Star, March 30, 1976, page E1.

A small group of parents acting as translators and interpreters in a local school expanded into a strong community organization that did much to foster understanding in a racially-mixed area.

"A person of worth", by Jim Montgomerie and H. Donald Joyce.

IN OCLEA 8:12-18, September 1976.

One man's approach to humanizing the school and the classroom. Jim Montgomerie, "the hugging principal", and his teachers use love and reality therapy to encourage self-worth in disadvantaged young students.

"A pioneer on the race relations frontier", by Kay Livingstone.

IN Human Relations 14:4-5, December 1974. (Published by the Ontario Human Rights Commission)

"Harry Gairey looks back on some 60 years of Ontario race relations and the struggles along the way before an awareness of 'intergroup relations' came to make the road easier".

Police-Community Action: a Program for Change in Police-Community Behavior Patterns, by Terry Eisenberg, Robert Fosen, and Albert Glickman. New York: Praeger Publishers, 1973.

San Francisco, a city suffering from a severe breakdown in communication between the police and the community, was the site of a two-year community relations program entitled Project PACE (Police and Community Enterprise). The authors report on the design, development and implementation of the project, and summarize the problems that may be encountered when attempting such programs in large metropolitan cities.

"Possibilities and problems in the education of black children",

by George Bancroft. IN T.E.S.L. Talk 7:81-94, January 1976. (Special issue entitled Black Students in Urban Canada.

Published by the Ontario Ministry of Culture and Recreation)

"The purpose of this paper is to ... consider the education of the black child in Ontario, not as a problem but as a set of possibilities". It emerged from seminar discussions at a conference on black education sponsored by the Ontario Institute for Studies in Education in March 1975.

Prejudice: the Crippling Disease. A leaflet produced to accompany a television program of the same title aired on December 13, 1976, as one of the CBC's Man Alive series.

The pamphlet outlines what the individual can do about prejudice, what is already being done by various social agencies, and contains a selected bibliography on human rights themes.

Readings in Minority-Group Relations, edited by David L. Ford. La Jolla, California: University Associates, Inc., 1976.

"The primary objective of the book is twofold: (1) to provide the reader with a background on how minority-group members adapt and accommodate to various types of organizational circumstances, and (2) to help the reader understand the differences in behaviours and job-related outcomes for white and non-white organization members".

Slurs, Stereotypes and Prejudice. Hamilton, Ontario: Hamilton Anti-Racism Committee, no date. (35 Catharine St., Hamilton, Ontario).

A pamphlet designed to provide concrete instructions to those individuals who bear the brunt of racial slurs and injustices, and to advise them of their rights under the law.

Statement on Human Rights. Toronto: Ontario Federation of Labour, 1975.

The Ontario Federation of Labour has endorsed the necessity for legislation to protect the individual despite his race, colour or creed. The Statement on Human Rights (made to the 19th Annual Convention in Kitchener, November 3, 4, 5, 1975) calls for even more concern on the part of Labour, and proposes fifteen additional steps to be pursued by labour, management and government.

"Sweeping prejudice under the carpet", by Jiffy Sandison. IN Race Today 3:26-27, January 1971.

The author illustrates with several short examples how prejudice is often the result of basic misunderstanding between peoples.

Teaching Children and Adults to Understand Human and Race Relations: a Study in Depth, by Saundra Grevious. Minneapolis, Minnesota: T.S. Denison, 1968.

Though out of print at the present time, this book is a useful tool for any teacher about to introduce the concept of racial and ethnic realities to a classroom. Numerous lesson plans (with objectives, suggested materials and activities, and bulletin board suggestions) are grouped into five major study areas: Developing a positive self-concept and respect for others, Organizing humanistic values ... Destroying racial prejudice through anthropology and physiology, Viewing some basic human needs and exploring the necessity of human differences, Enhancing our understanding of today's racial temperament, The interdependence of all races of people.

FOOD FOR THOUGHT

Comedians, by Trevor Griffiths. London: Faber and Faber, 1976.

This play deals with a master comic who teaches aspiring provincial comics the tricks of the trade. His class comes from various backgrounds e.g. Jewish, Irish. The master has tried to teach them true comedy, but when they audition for a talent scout, everyone's real values come out. Griffiths uses his comedians as symbols of all of society's various prejudices.

"Facing up to multiculturalism", by Gloria Montero. IN Canadian Forum 56, no. 661:12-13, May 1976.

A plea to the federal and provincial governments to face up to the fact of the Canadian ethnic mosaic and to solve some of the problems of immigrants by making multiculturalism a state policy.

Ethnic Dynamics: Patterns of Intergroup Relations in Various Societies.

Chester Hunt and Lewis Walker. Homewood, Illinois: Dorsey Press, 1974.

It is the premise of the authors that any examination of race relations in North America should be made not in isolation, but with the full knowledge of similar situations elsewhere in the world. Chapters such as "Minorities in Islamic States", "Non-European minorities in France and Belgium", and "Mexico: a successful case of amalgamation" shed light on other problems and solutions.

"The Human Population". IN Scientific American, volume 231, September 1974. Entire issue.

A special issue of Scientific American provides a global view of the human population. It discusses various topics such as migration, transfer of technology, status of women, and food in developed and underdeveloped countries. Major implications for human rights.

When He Was Free and Young and Used to Wear Silks, by Austin Clarke. Toronto: House of Anansi Press, 1971.

Collection of short stories, some depicting the West Indian immigrant to Toronto, humorous, poignant and biting commentaries on race relations, and non-communication.

